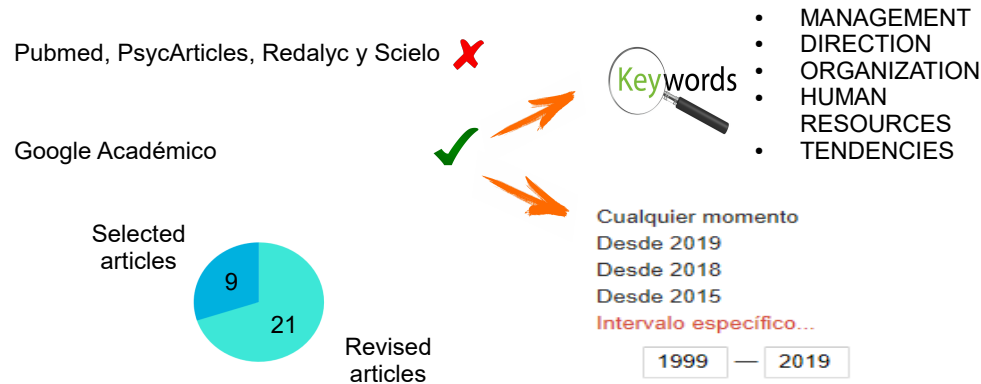


INTRODUCTION

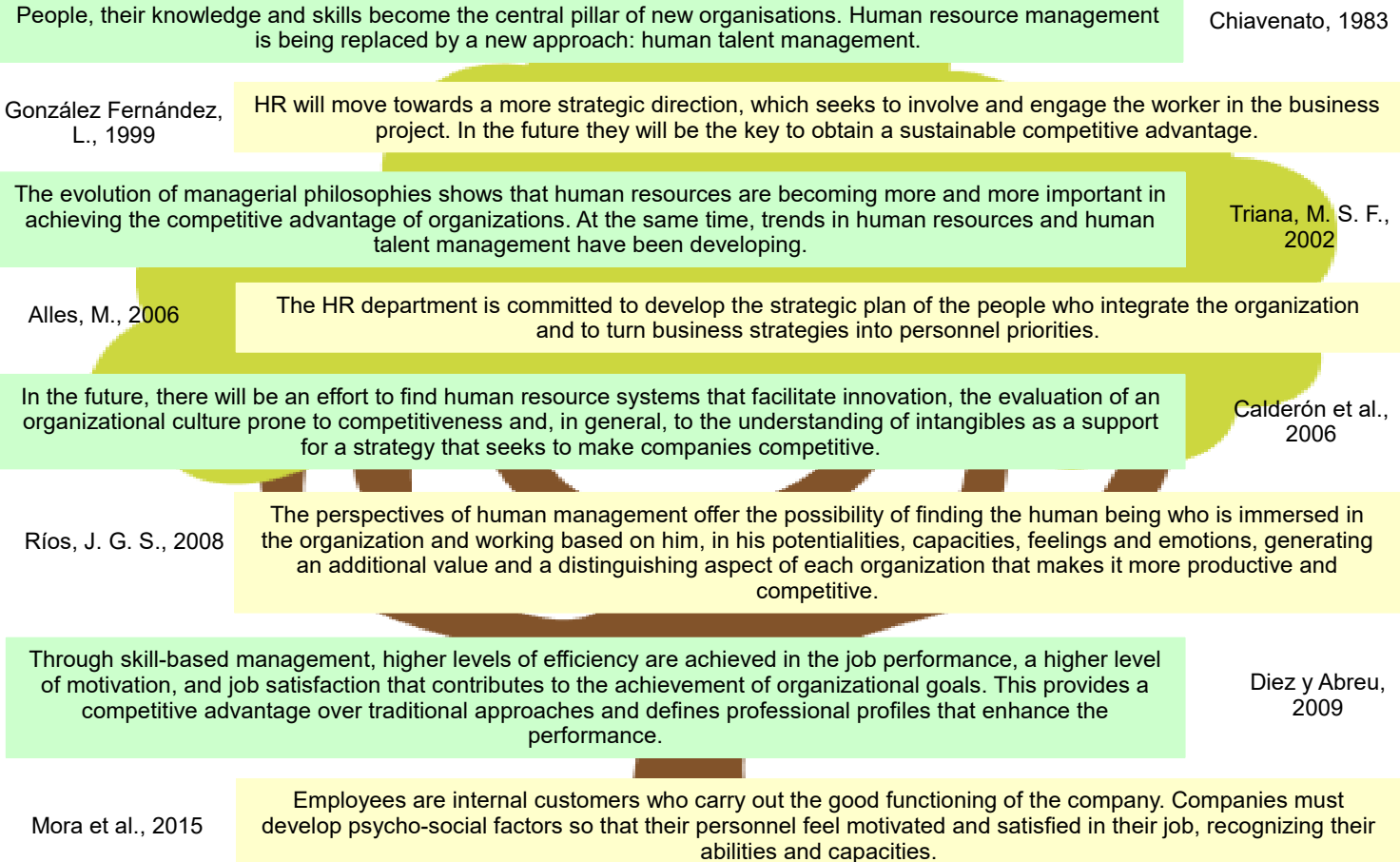
In this paper a literary review of personnel management in organizations throughout history has been conducted, the changes in the management and administration of human resources, the different roles that the subject has acquired in organizations and their evolution, and their relevance from a merely productive resource, without taking into account other aspects of the subject, to human resources that are considered as the central pillar of the organization, taking into account their motivations, aspirations and interests. Therefore, the evolution in recent years is characterized by the change in the conception of personnel, which is no longer considered as a cost but a resource. It evolves in such a way that human resources play an essential role in the achievement of the organization's strategic goals. Today, we observe new trends in the management and administration of personnel that provide a competitive advantage for organizations. The purpose of this study is to answer the following research questions: How has the way of managing personnel within organizations evolved? What is the current situation of human resources management and what role does the subject have within the organization? Do the new form of leadership and personnel management provide a competitive advantage over more traditional tendencies?

s.XX beginnings 1950 1960 1970 s.XXI present

METHOD



RESULTS



CONCLUSION

- Throughout history, the way in which people are lead and managed within organizations has changed remarkably and these changes have gone along with different historical events.
- Today, there is a great organizational diversity that is reflected in multiple ways of managing human resources.
- Every organization must take into account human resources and include a department dedicated to their management. Investment in this area has a positive impact on business results and predicts the future development of a company.
- Good personnel management predicts higher business performance and provides a greater competitive advantage over other companies in which this department is not so well developed.
- Companies need to adapt to new trends in management and administration of personnel, as these have demonstrated greater efficiency in organizational performance.
- Finally, it should be noted that we are at a time when human resources constitute the central axis of organizations, and where the so-called soft skills (communication, creativity, empathy...) are on the rise.

Study difficulties

- Few empirical studies on trends in personnel management, although a lot of qualitative studies have been found.
- Variety of perspectives on trends in management and administration of personnel, because many authors define it differently, although these definitions can complement and evolve.